

Northern Devon Healthcare NHS Trust**Gender Pay Gap Report
(Data as at 31st March 2021)****Contents**

	Page
1. Introduction	2
2. Executive Summary	2
3. Reportable Data	3
4. National Benchmarking	4
5. Comparison with Previous Year	4
6. Sources of Pay Gaps	6
7. Action Planning	6

In the last gender pay gap report, it was noted that the national ACCEA scheme is changing. A review has now taken place resulting in some national recommendations², due to be implemented in 2022; however, the outcomes from these are unlikely to result in any significant impact for several years. The pay gap due to the ACCEA scheme is also unlikely to close significantly unless female consultant representation is increased alongside an increase in applications to the ACCEA scheme.

Comparison with the previous year's data shows that our pay gap, using both the mean and median average indicators, has remained relatively stable. The percentage comparison between males and females receiving bonus pay has shown a decrease in males receiving bonus payments but not for females. Although the percentage of male consultants receiving bonus payments remains significantly higher than females, the bonus payment gap has reduced positively both in the median and mean pay.

It is nationally recognised that a gender pay gap amongst medical consultants in England exists. A review by UCL academic Professor Dame Jane Dacre entitled 'Mend the Gap: The Independent review into Gender Pay Gaps in Medicine in England'³ was undertaken to understand the reasons behind this and to make recommendations to reduce the gender pay gap over the medium to long term.

3. REPORTABLE DATA

The data shown below is that which has been uploaded to the Gender Pay Gap Reporting Service website. There is no opportunity to add explanatory text on the website but this report will be uploaded to the Trust website as part of the reporting requirements.

Women's hourly rate is:	
32.1% LOWER (mean)	23.3% LOWER (median)
Pay quartiles:	

How many men and women are in each qu

4. NATIONAL BENCHMARKING

The table below shows our performance against the most recent official headline pay gap benchmarking, for all employers, from the Office for National Statistics (ONS)⁴:

	2021 pay gap based on median average	2021 pay gap based on mean average
National benchmark	15.4%	14.9%
Human Health Activities	18.8%	21.3%
Hospital Activities	14.3%	20.4%

NDHT

Quartile	2020 (3250 staff)		2021 (3421 staff)		% change	
	Male	Female	Male	Female	Male	Female
Top	34.2%	65.8%	36.3%	63.7%	2.1%	-2.1%
Upper middle	16.0%	84.0%	15.3%	84.7%	-0.7%	0.7%
Lower middle	15.5%	84.5%	12.6%	87.4%	-2.9%	2.9%
Lower	12.7%	87.3%	14.0%	86.0%	1.3%	-1.3%

6. SOURCES OF PAY GAPS

The table below shows our gender pay gap for all staff, excluding medical and dental staff:

	NDHT All Staff	NDHT Excluding Consultants
Male Hourly Rate	1041.18	